

Human Capital Management
Department of Energy (DOE) -
PMA initiative implementation

Key Benefit – Scorecard rating improved from red to green; eliminated duplicate positions and offices; made employees responsible for success

Background

Federal energy management agency with an operating budget of \$24 billion in over 20 centers, with 15,126 federal employees overseeing approximately 101,000 contractor employees. DOE is currently implementing the five initiatives from the PMA.

Challenges

DOE was originally given all red ratings by OMB on the first scorecard in 2001 for the PMA. The goal was to revamp the organization's Human Capital Management (HCM) priorities and attract new, younger, quality employees and improve efficiency while eliminating redundancy across internal agencies.

Resolution and Benefits

Create Chief Human Capital Officer (CHCO) – carries out the department's responsibilities for selecting, developing, training and managing a high-quality productive workforce.
Eliminate Duplicative Offices/positions – consolidated three offices' business and administration functions into one office, eliminating duplicate personnel and processes.
Strengthen Performance Management – clearly linked performance with mission and held employees responsible for results.